



# 2007

ANNUAL REPORT

SASKPOWER SEVERANCE PAY  
CREDITS PLAN



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## Letter of Transmittal



His Honour, The Honourable Dr. Gordon L. Barnhart  
Lieutenant Governor of the Province of Saskatchewan  
Government House  
4607 Dewdney Avenue  
Regina, Saskatchewan  
S4P 3V7

Dear Sir:

### Letter of Transmittal

I have the honour to transmit herewith the Annual Report of the SaskPower  
Severance Pay Credits Plan for the year ending December 31, 2007.

I have the honour to be, Sir,

Your obedient servant,

A handwritten signature in dark ink, appearing to read "Rod Gantefer".

Rod Gantefer  
Minister of Finance

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## Letter of Transmittal

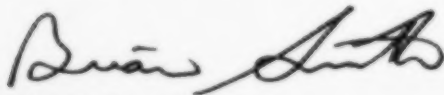
The Honourable Rod Gantefer  
Minister of Finance  
Regina, Saskatchewan

Sir:

### Letter of Transmittal

On behalf of the Public Employees Benefits Agency, I have the honour to transmit herewith the Annual Report of the SaskPower Severance Pay Credits Plan for the year ending December 31, 2007.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Brian Smith", with a stylized flourish at the end.

Brian Smith  
Assistant Deputy Minister  
Public Employees Benefits Agency

# Saskatchewan Power Corporation SaskPower Severance Pay Credits Plan

## Introduction

The Saskatchewan Power Corporation (SaskPower; the Corporation) established the SaskPower Severance Pay Credits Plan (the Plan) for the purpose of providing severance benefits to SaskPower employees.

The Plan is not registered as a pension plan under the *Income Tax Act (Canada)*. The Corporation has not established a trust nor does it hold property for the specific purpose of providing benefits to the Participants. Benefits are funded out of current operations of the Corporation.

On January 13, 2004, an Order in Council designated the Public Employees Benefits Agency (PEBA) as the administrator of the Plan.

## Participants

The Plan consists of International Brotherhood of Electrical Workers (IBEW), Communications, Energy and Paperworkers Union (CEP), and Management employees. As of September 30th, the following number of participants were eligible to receive benefits from each type of severance benefit payable under the Plan.

Benefit Type	# of participants
Pre-1996*	1,173
Post-1995*	379
Pre-2005**	608
Post-2005**	44

\* Includes both IBEW and Management employees

\*\* Includes CEP employees

## Benefits

The following describes the various types of severance benefits payable on retirement, termination or death for all Participants under the Plan:

- Pre-1996 severance pay credits are benefits provided to IBEW and Management employees for company service time prior to January 1, 1996.
- Post-1995 severance pay credits are benefits provided to IBEW and Management employees for company service time after January 1, 1996.
- Pre-2005 severance pay credits are benefits provided to CEP employees for company service time prior to February 1, 2005.
- Post-2005 severance pay credits are benefits provided to CEP employees for company service time after February 1, 2005.
- For those employees who voluntarily opted out of the Millennium Registered Retirement Savings Plan (MRRSP) due to insufficient RRSP contribution room, any eligible company service will be paid out under the provisions of the Plan document.

Each Participant receives 5 days per year of service at their hourly rate of pay in effect at retirement, termination or death based on the number of hours worked per day.

Upon termination of active service, Participants elect how severance benefits are to be paid. In the event of termination of service, SaskPower, on behalf of the Plan, may pay a Participant's severance benefits in a lump sum. However, in no circumstances shall benefits under this Plan be paid over a period exceeding 5 years.

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## Management's Report

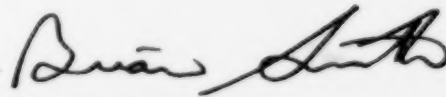
To the Members of the Legislative Assembly of Saskatchewan

As administrators of the SaskPower Severance Pay Credits Plan, we are responsible for the preparation and presentation of the following financial statements in accordance with Canadian generally accepted accounting principles applied on a basis consistent with that of the preceding year.

The significant accounting policies adopted in the preparation of the financial statements are fully and fairly disclosed in the financial statements.

We believe the SaskPower Severance Pay Credits Plan has a system of internal control adequate to provide reasonable assurance that the accounts are faithfully and properly kept to permit the preparation of accurate financial statements in accordance with Canadian generally accepted accounting principles.

We enclose the financial statements of the SaskPower Severance Pay Credits Plan for the year ended December 31, 2007 and the Provincial Auditor's report on these financial statements.



Brian Smith  
Assistant Deputy Minister  
Public Employees Benefits Agency



Kathy Deck  
Director, Financial Services  
Public Employees Benefits Agency

Regina, Saskatchewan  
February 28, 2008

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## **SaskPower Severance Pay Credits Plan**

### **Financial Statements**

**Year Ended December 31, 2007**

# Auditor's Report

To the Members of the Legislative Assembly of Saskatchewan

I have audited the statement of net assets available for benefits and accrued benefits obligation and surplus of the Saskatchewan Power Corporation Severance Pay Credits Plan as at December 31, 2007 and the statement of changes in accrued benefits obligation for the year then ended. The Plan's management is responsible for preparing these financial statements for Treasury Board's approval. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the net assets available for benefits and accrued benefits obligation and surplus of the Plan as at December 31, 2007 and the changes in net assets available for benefits and changes in accrued benefits obligation for the year then ended in accordance with Canadian generally accepted accounting principles.



Regina, Saskatchewan  
February 28, 2008

Fred Wendel, CMA, CA  
Provincial Auditor

**Saskatchewan Power Corporation  
Severance Pay Credits Plan  
Statements of Net Assets Available for Benefits and Accrued  
Benefits Obligation and Surplus**

**Statement 1**

**As At December 31**

	(in thousands)	
	<u>2007</u>	<u>2006</u>
<b>ASSETS</b>		
SaskPower contribution receivable (Note 3)	<u>\$ 31,461</u>	<u>\$ 31,091</u>
Total assets	<u>31,461</u>	<u>31,091</u>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	31,461	31,091
 Accrued benefits obligation (Note 3)	<u>31,461</u>	<u>31,091</u>
<b>SURPLUS</b>	<u>\$ ---</u>	<u>\$ ---</u>

(See accompanying notes to the financial statements)

**Saskatchewan Power Corporation  
Severance Pay Credits Plan  
Statement of Changes in Accrued Benefits Obligation**

**Statement 2**

**Year Ended December 31**

(in thousands)

	<u>2007</u>	<u>2006</u>
<b>INCREASE IN ACCRUED BENEFITS OBLIGATION</b>		
Interest on accrued benefits obligation	\$ 1,359	\$ 1,216
Changes in actuarial assumptions	-	1,219
Experience losses	1,753	1,158
Benefits accrued	<u>62</u>	<u>85</u>
Total increase in accrued benefits obligation	<u>3,174</u>	<u>3,678</u>
<b>DECREASE IN ACCRUED BENEFITS OBLIGATION</b>		
Employee termination benefits	1,902	1,241
Changes in actuarial assumptions	<u>902</u>	<u>495</u>
Total decrease in accrued benefits obligation	<u>2,804</u>	<u>1,736</u>
Net increase in accrued benefits obligation	370	1,942
ACCRUED BENEFITS OBLIGATION, beginning of the year	<u>31,091</u>	<u>29,149</u>
ACCRUED BENEFITS OBLIGATION, end of the year	<u>\$ 31,461</u>	<u>\$ 31,091</u>

(See accompanying notes to the financial statements)

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**Saskatchewan Power Corporation  
Severance Pay Credits Plan  
Notes to the Financial Statements**

**December 31, 2007**

**1. Description of the Plan**

The Saskatchewan Power Corporation (SaskPower; the Corporation) established the SaskPower Severance Pay Credits Plan (the Plan) for the purpose of providing severance benefits to SaskPower employees.

The Plan is not registered as a pension plan under the *Income Tax Act (Canada)*. The Corporation has not established a trust nor does it hold property for the specific purpose of providing benefits to the Participants. Benefits are funded out of current operations of the Corporation.

On January 13, 2004, an Order in Council designated the Public Employees Benefits Agency (PEBA) as the administrator of the Plan.

The following description is a summary only. For more complete information, reference should be made to the Plan document.

**Participants**

The Plan consists of International Brotherhood of Electrical Workers (IBEW), Communications, Energy and Paperworkers Union (CEP), and Management employees. As of September 30th, the following number of participants were eligible to receive benefits from each type of severance benefit payable under the Plan.

	<b>2007</b>	<b>2006</b>
Pre-1996*	1,173	1,210
Post-1995*	379	362
Pre-2005**	608	639
Post-2005**	44	31

\* Includes both IBEW and Management employees

\*\* Includes CEP employees

**Benefits**

The following describes the various types of severance benefits payable on retirement, termination or death for all Participants under the Plan:

- f) Pre-1996 severance pay credits are benefits provided to IBEW and Management employees for company service time prior to January 1, 1996.
- g) Post-1995 severance pay credits are benefits provided to IBEW and Management employees for company service time after January 1, 1996.

- h) Pre-2005 severance pay credits are benefits provided to CEP employees for company service time prior to February 1, 2005.
- i) Post-2005 severance pay credits are benefits provided to CEP employees for company service time after February 1, 2005.
- j) For those employees who voluntarily opted out of the Millennium Registered Retirement Savings Plan (MRRSP) due to insufficient RRSP contribution room, any eligible company service will be paid out under the provisions of the Plan document.

Each Participant receives 5 days per year of service at their hourly rate of pay in effect at retirement, termination or death based on the number of hours worked per day.

Upon termination of active service, Participants elect how severance benefits are to be paid. In the event of termination of service, SaskPower, on behalf of the Plan, may pay a Participant's severance benefits in a lump sum. However, in no circumstances shall benefits under this Plan be paid over a period exceeding 5 years.

## **2. Significant Accounting Policies**

These financial statements were prepared in accordance with Canadian generally accepted accounting principles.

The accrued benefits obligation and cost of severance benefits are determined using the projected benefit method pro rated on service.

### **Recent Accounting Pronouncements**

Effective January 1, 2008, the Plan will be required to adopt the Canadian Institute of Chartered Accountants (CICA) handbook sections 3862 – Financial Instruments – Disclosures, and 3863 – Financial Instruments – Presentation. Section 3862 provides standards for disclosure of the risks arising from financial instruments to which the Plan is exposed, and how the risks are managed by the Plan. Section 3863 provides standards for the presentation of financial instruments and non-financial instrument derivatives. The Plan does not expect the adoption of these new standards to have a material impact on its financial statements.

## **3. Accrued Benefits Obligation**

The accrued benefits obligation of the Plan is receivable from SaskPower and will be funded by SaskPower as participants begin receiving their benefits. The present value of the accrued benefits obligation was determined using the projected benefits method prorated on service and the best estimate assumptions of SaskPower's management. Experience gains (losses) result from actual experience differing from that expected and are recognized as an increase or decrease in accrued benefit obligations.

An actuarial valuation was performed by Aon Consulting Inc. (Aon) as at September 30<sup>th</sup> for both 2006 and 2007 to determine the actuarial present value of the accrued benefits obligation and is extrapolated by Aon to December 31<sup>st</sup> of each year.

The accrued benefits obligation is based on many assumptions about future events. Actual experience may vary significantly from the long-term assumptions used. The significant long-term actuarial assumptions adopted in measuring SaskPower's accrued benefits obligation at December 31 are:

	<b>2007</b>	<b>2006</b>
Discount rate, beginning of year	<b>4.50%</b>	4.25%
Discount rate, end of year	<b>5.00%</b>	4.50%
Promotional Earnings Increases (Management)	<b>1.40%</b>	1.40%
Promotional Earnings Increases (IBEW and CEP)	<b>0.70%</b>	0.70%
Termination Rate	<b>0.90%</b>	0.90%
Long-term rate of compensation increases	<b>3.50%</b>	3.50%
Remaining service life – Pre-1996 (years)	<b>8.20</b>	8.90
Remaining service life – Post-1995 (years)	<b>22.60</b>	23.00
Remaining service life – Pre-2005 (years)	<b>12.70</b>	13.40
Remaining service life – Post-2005 (years)	<b>21.20</b>	-

The actuarial present value of the accrued benefits obligation is long-term in nature and there is no market for settling this obligation. Therefore, determination of the fair value is not practicable.

If the discount rate was increased by 1%, the impact would be a 5.5% decrease to the accrued benefits obligation at December 31, 2007. Conversely, if the long-term rate of compensation was increased by 1%, the impact would be a 6.1% increase to the accrued benefits obligation at December 31, 2007.

#### **4. Related Parties**

SaskPower and PEBA are related by virtue of common control by the Government of Saskatchewan.

The Plan has received the use of office space and administrative services from SaskPower at no charge. Additionally, PEBA provides administrative services to the Plan for an administration fee which is paid by SaskPower.

